

## Purpose

To provide CNS mentorship to a unit based medical-surgical staff nurse as Champion of Performance Improvement through nursing's shared governance council

## Background

- CNS identified within the shared governance structure at a large public hospital that identification and development of a unit based champion was one method to advance practice.
- Within shared governance, nurses are empowered to make decisions about practice, quality and development.
- A staff nurse, serving as a unit champion, is expected to act as a practice leader for improved patient outcomes.
- Performance improvement was selected for the unit champion initiative because it is an area that benefits from staff participation.
- CNSs can be instrumental in developing staff nurse knowledge of and skills in performance improvement.
- Unit based champions can role model-effective decision making affecting clinical practice and patient outcomes.

*We've Left Our Mark*

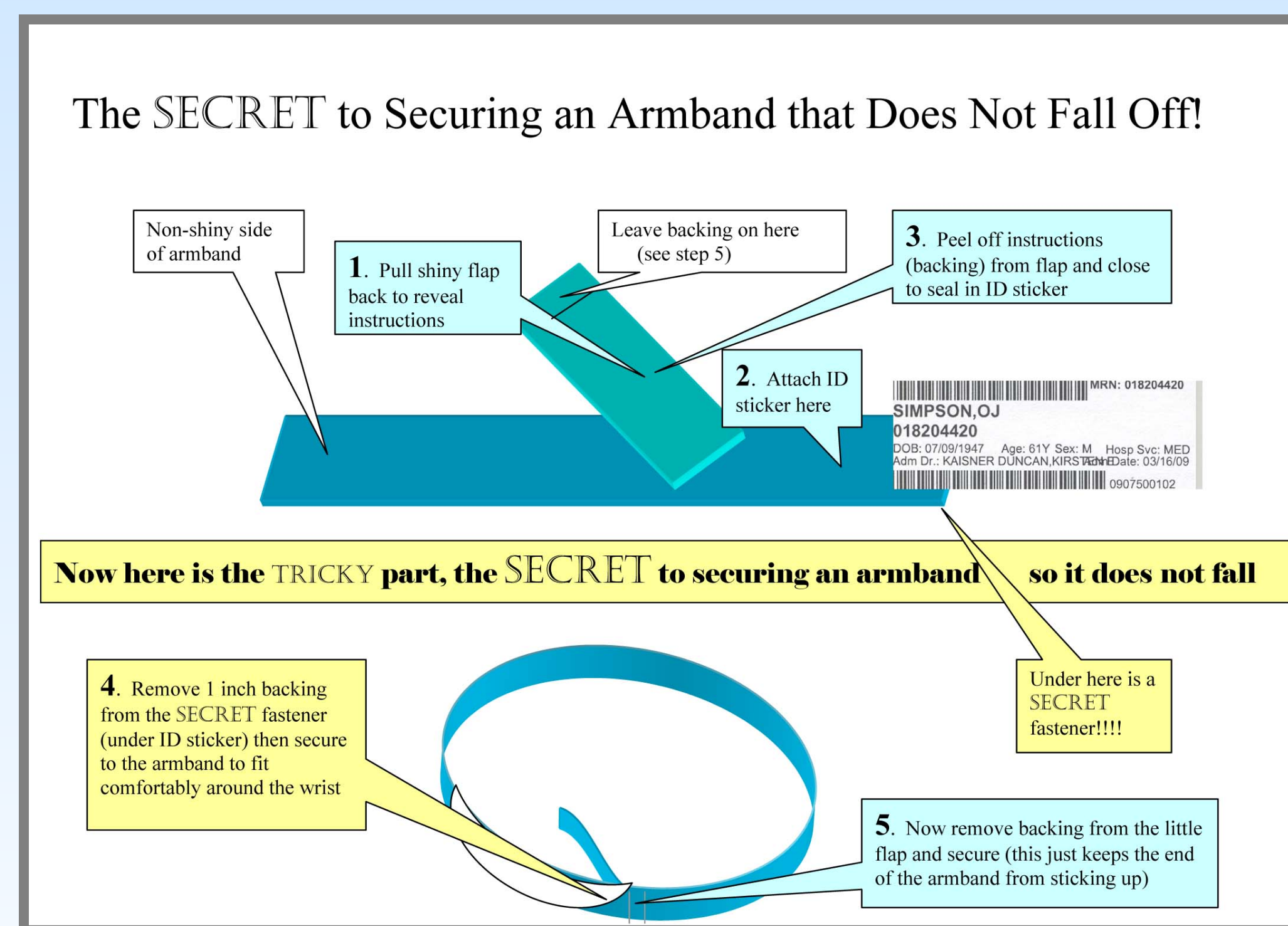
**Our Unit Is a  
Hand Hygiene  
Champion**



4 North won the Hand Hygiene award for the month

## Description

- CNS initiated mentored experience for a medical-surgical staff nurse Champion of Performance Improvement
- **Primary CNS strategies:**
  - Teaching
  - Coaching
- **Staff nurse learned to:**
  - Describe problem significance
  - Review evidence
  - Identify needed changes
  - Establish goals aligned with organizational mission
  - Determine methods for evaluation
  - Mobilize resources



Educational tool designed by staff nurse and mentor to improve outcomes

## Results

- Three performance improvement projects were implemented by the staff nurse Champion for Performance Improvement under mentorship of the CNS.
- The staff nurse evaluated the mentored experience as most valuable in developing knowledge and skills for conducting unit-based performance improvement.
- The shared governance structure was pleased with the mentoring experience provided by the CNS.
- **Performance Improvement Projects:**
  - Improving Hand Hygiene
  - Proper Armband Placement
  - Reduction in Skin Breakdown and Falls
- **Outcomes achieved by Champion of Performance Improvement:**
  - Collecting and analyzing data
  - Collaborating to identify resources
  - Designing strategies to improve outcomes
  - Using feedback to reinforce practice changes
  - Disseminating results of Performance Improvement to stakeholders at unit and organizational levels

## Interpretation

CNS mentorship of a staff nurse was a successful strategy for developing a staff nurse as Champion of Performance Improvement.

## Implications

- CNS competencies in teaching, coaching and mentoring can support the professional development of a staff nurse and can contribute to overall shared governance initiatives to empower nursing staff.
- **Potential advantages of developing a unit-based staff nurse champion:**
  - Practice leader
  - Role model
  - Advance clinical practice
  - Improve patient outcomes



Eldonna Rees (mentee) and Jennifer Kitchens (CNS preceptor) and unit based poster